

WE ARE HIRING



Job Title: Inspector, Operations

The Lacombe Police Service is seeking an experienced, progressive, and collaborative police leader to join our executive team as Inspector – Operations.

Reporting directly to the Chief of Police, the Inspector serves as the senior operational commander responsible for the leadership, supervision, and coordination of frontline policing operations. This position provides executive oversight of patrol services, the Priority Crimes Unit (PCU), emergency response planning, major investigations, traffic enforcement initiatives, special projects, and operational support programs.

Working closely with the Chief of Police and Staff Sergeant – Support Services, the successful candidate will help guide the daily operations of an independent municipal police service committed to community safety, professional excellence, accountability, and innovation.

This is a unique opportunity for an accomplished police leader to shape the future of a progressive municipal police service while contributing to a growing and vibrant Alberta community.

About the Position

As a member of the senior leadership team, the Inspector will:

- Provide executive oversight of all frontline patrol operations through operational Sergeants.
- Lead and support the Priority Crimes Unit and major investigative functions.
- Serve as Primary Incident Commander during critical incidents, emergencies, and major events.
- Review and approve operational plans and enforcement initiatives.
- Support organizational planning, budgeting, policy development, and resource management.
- Provide leadership, coaching, mentoring, and performance management to supervisory and operational personnel.
- Oversee the Occupational Health and Safety program for operational staff.
- Maintain executive oversight of training, fleet management, recruiting, body-worn camera implementation, accreditation, officer safety initiatives, and operational equipment.
- Serve as liaison with prosecution services, policing partners, regulatory bodies, and community stakeholders.
- Support Police Review Commission matters, professional standards processes, workplace investigations, and organizational accountability initiatives.
- Assist the Chief of Police in developing and monitoring annual operating and capital budgets.
- Participate in strategic planning, organizational development, and succession planning initiatives.
- Act as Chief of Police when designated.

The Ideal Candidate

The successful applicant will be a respected police leader who demonstrates:

- Exceptional integrity, professionalism, and ethical decision-making.
- Strong leadership and people-management abilities.
- Excellent communication and relationship-building skills.
- Sound operational judgment and critical-thinking abilities.
- Experience leading complex investigations and critical incidents.
- Strong understanding of contemporary policing challenges and community policing principles.
- Commitment to employee wellness, leadership development, and organizational excellence.
- Ability to balance operational demands with strategic organizational priorities.
- A collaborative and solutions-focused leadership style.

Qualifications

Candidates should possess:

- A minimum of 10–15 years of progressive policing experience in a Canadian police service.
- Significant supervisory and leadership experience.
- Experience managing patrol operations, investigations, or specialized policing units.
- Demonstrated experience in incident command and emergency management.
- Experience in budgeting, project management, human resources, labour relations, or organizational leadership is considered an asset.
- Completion of recognized police leadership and supervisory training programs.
- Eligibility to maintain appointment as a police officer in Alberta.
- A valid Class 5 Alberta Driver's Licence.
- A demonstrated history of professional conduct, ethical leadership, and accountability.

Applicants must be capable of meeting all requirements to continue employment as a police officer in Alberta.

Compensation and Benefits

The Lacombe Police Service offers:

- Competitive executive-level compensation.
- Comprehensive health and dental benefits.
- Alberta Special Forces Pension Plan participation.
- Professional development and leadership training opportunities.
- Relocation assistance may be considered for the successful applicant.
- A progressive work environment focused on innovation, accountability, and community service.

Compensation will be commensurate with qualifications and experience.

About Lacombe

Located in Central Alberta, the City of Lacombe is a growing community of approximately 14,700 residents and is recognized for its exceptional quality of life, strong community values, and safe neighbourhoods.

In 2025, the Lacombe Police Service proudly marked a significant milestone – 125 years of dedicated service to the City of Lacombe. Founded in 1900, the Lacombe Police Service is one of Alberta's longest-standing municipal police agencies, predating the province itself and standing alongside only a small number of historic municipal services in the province.

Lacombe offers excellent schools, modern recreational facilities, and convenient access to both Edmonton and Calgary, making it an outstanding place to build a career and raise a family.

Application Process

Interested candidates are invited to submit:

- Cover Letter
- Detailed Resume
- Professional Reference List (minimum of four references)

Applications will be reviewed in confidence.

Submit applications to:

Brooks Flewelling
Lacombe Police Service
Email: BFlewelling@lacombe.ca

Competition Closing Date: August 31, 2026

Only candidates selected for an interview will be contacted.

